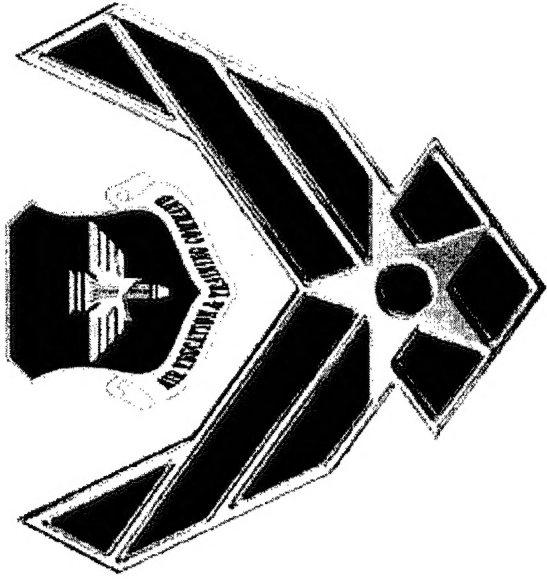


# Air Education and Training Command

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## Occupational Survey Report AFSC 2S0X2 Supply Systems Analysis

20031126 072

2Lt Julie A. Huls  
25 November 2002

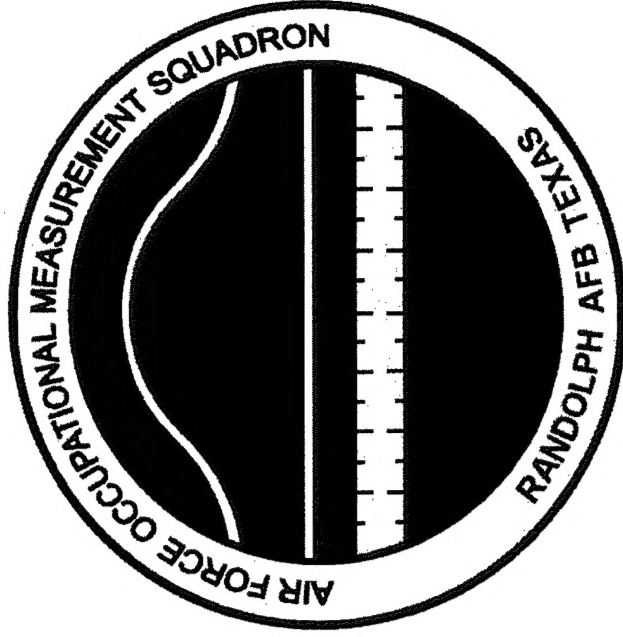
**U.S. AIR FORCE**

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*Integrity - Service - Excellence*

# Air Force Occupational Measurement SQ

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**AFOMS/OAE**

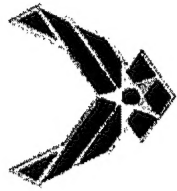
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*Integrity - Service - Excellence*



# Overview



- Survey background
- Survey results
- Implications and way ahead



# Work Performed



- Manage and control supply systems processes
- Design and develop information retrieval
- Develop procedures for the operation of automated supply systems
- Manage local area networks (LAN's)
- Control and operate the Remote Processing System (RPS) and terminal hardware under the Standard Base Supply System (SBSS)



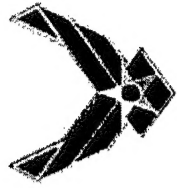


# Survey Background



- Survey initiated to obtain data to:
  - Evaluate current classification and training documents
  - Support promotion test development
- Last Occupational Survey Report (OSR) - January 1999
  - Combined study with 2S0X2 career field
- Current survey data collected- November 2001-January 2002
- Components Surveyed:
  - Active Duty: 3-, 5-, and 7-Skill Levels
  - Guard: 3-, 5- and 7-Skill Levels





# Current Training Program



- AFSC awarding course
  - 345 TRS, Lackland AFB, TX
  - L3ABR2S032-000, Supply Systems Analysis Apprentice Course, 10 weeks, 1 day
  - 18 Semester hours for CCAF

– Programmed TPR

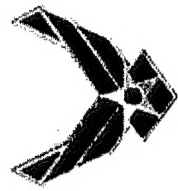
Programmed Elimination Rate

FY02: 65 students

FY02: 0%

FY03: 67 students

FY03: 0%



# Survey Sample Characteristics



	<u>AD</u>	<u>ANG</u>	<u>TOTAL</u>
Assigned*	627	180	807
Mailed Out	567	162	729
Sample	406	70	476
Usable Returns	72%	43%	65%

- Average time in career field for AD: 8 yrs 1 months
- Average TAFMS for AD: 11 yrs 9 months
- Percent of AD in first enlistment: 27%



# Skill & Paygrade Characteristics



## Skill Level Distribution

	Assigned*	Sample
3-Level -	14%	16%
5-Level -	41%	25%
7-Level -	45%	59%

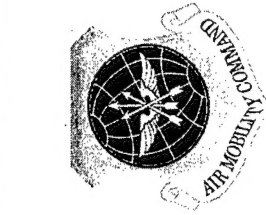
## Paygrade Distribution

	Assigned*	Sample
E-1 - E-3 -	17%	19%
E-4 -	13%	13%
E-5 -	19%	17%
E-6 -	28%	29%
E-7 -	23%	22%

\* Assigned as of October 01



# Command Representation



Command	Assigned %**	Sample %
ACC	25	29
USAFE	8	8
PACAF	6	8
AMC	18	23
AETC	8	6
AFMC	8	8
OTHER**	5	3
ANG	22	15

\*Assigned as of October 01

\*\*Other includes: AFSOC and AFSPC

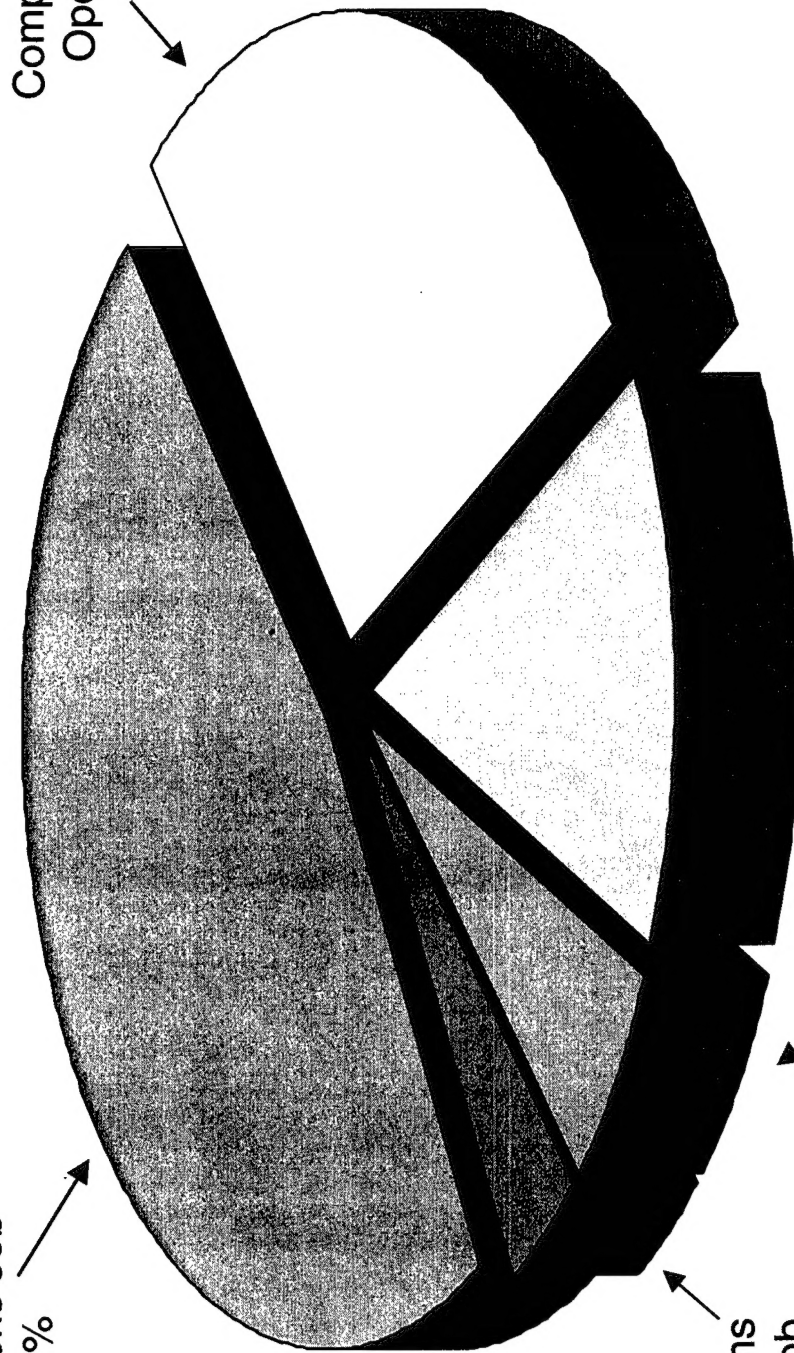


**AFTC**

# Job Structure

**Sample size: 476**

LAN and Small Computer  
Operations Job  
47%



Supply systems  
Supervisor Job  
4%

Other\*  
6%

Not Grouped  
15%

\*Other includes Operator Maintenance Job, Network Maintenance Job, and Database Development/Maintenance Job



# LAN and Small Computer Operations Job (N=223)



- Install microcomputer software
- Install computer system components, such as peripherals or cables
- Troubleshoot e-mail problems at user level
- Perform minor operator maintenance on computer peripherals
- Install computer hardware for end users
- Perform preventive maintenance on computer peripherals







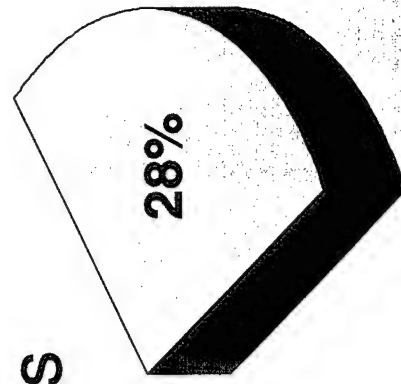
# Computer Systems Operations



## Job (N=131)



- Initialize SBSS systems
- Process day images
- Process CTH database dumps
- Process reports, twilights, or utility programs
- Process end-of-year schedules
- Process database dumps, other than CTH
- Initialize pseudo reader processing
- Process file status, releveleving, or follow-ups





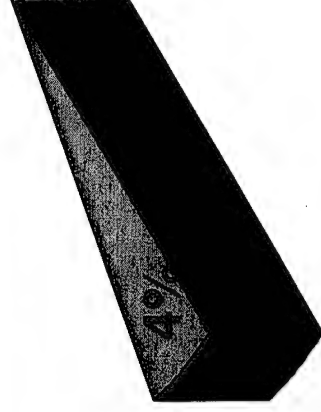


# Supply Systems Supervisor Job

(N=20)



- Counsel subordinates concerning personal matters
- Write recommendations for awards or decorations
- Conduct general meetings, such as staff meetings, briefings, conferences, or workshops
- Conduct supervisory orientations for newly assigned personnel
- Write or indorse military performance reports
- Determine or establish work assignments or priorities

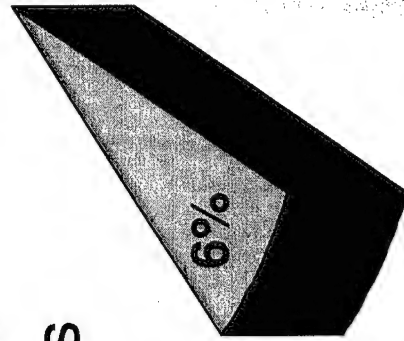




# Other Jobs



- Database Development/Maintenance Job (3%)
  - Develop or maintain databases
  - Transfer files to or from mainframes or microcomputers
- Operator Maintenance Job (2%)
  - Assist users in resolving computer software malfunctions or problems
  - Answer trouble calls from end users dealing with network outages
- Network Maintenance Job (1%)
  - Troubleshoot network log ons for end users
  - Reset account passwords for network users





# Career Ladder Progression



- Atypical career field
  - 3-and 5-skill-level personnel performing technical tasks
  - 7-skill-level personnel continue to perform technical tasks spending only 12% of time on managerial tasks



# Percent Across Specialty Jobs

## DAFSC



DAFSC

2S032

(N=77)

DAFSC

2S052

(N=118)

DAFSC

2S072

(N=280)

LAN and Small Computer  
Operations Job

31

38

37

Operator Maintenance Job

0

3

\*

Network Maintenance Job

1

3

1

Database Development/Maintenance

0

0

4

Job

Computer Systems Operations Job

50

35

19

Supply Systems Supervisor Job

0

0

7

Not Grouped

18

21

33

\*Less than 1 percent

\*\*Columns may not add up to a 100% due to rounding



# Career Ladder Progression Percent Time Spent on Duties



DAFSC      DAFSC      DAFSC  
2S032      2S052      2S072  
(N=77)      (N=118)      (N=280)

Performing General Computer Systems Activities	11	12	14
Performing Procedures and Analysis Activities	4	4	5
Performing Base-Level or Regional Computer Systems Operations	52	43	29
Performing Headquarters Staff-Level or Equivalent Computer Systems Operations	1	1	2
Performing Local Area Network (LAN) and Small Computer Operations	28	34	31
Performing General Administrative Activities	*	1	1
Performing Mobility and Contingency Activities	*	1	1
Performing Training Activities	1	2	5
Performing Management and Supervisory Activities	*	2	12

\* Less than 1 percent

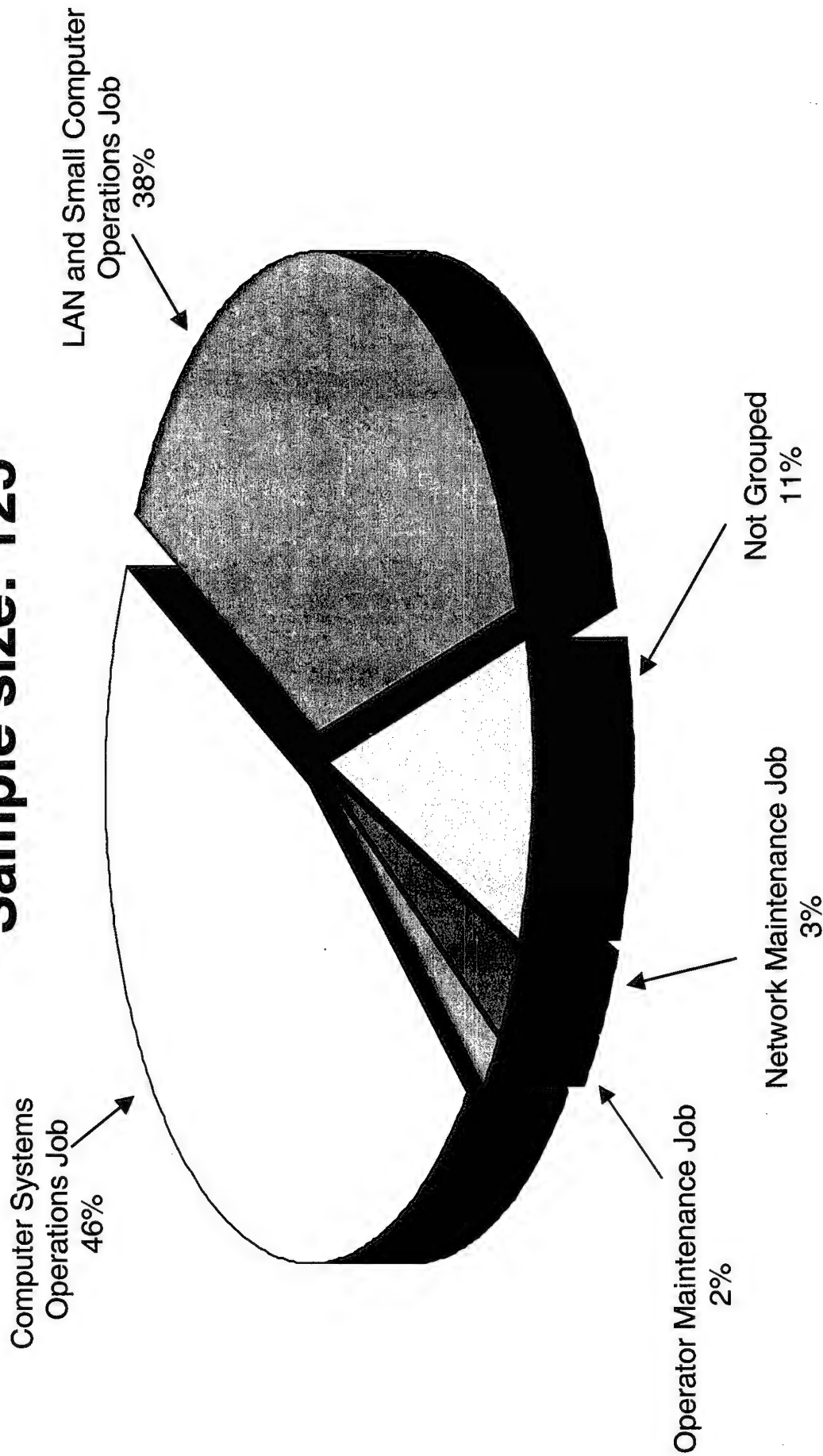


# First-Enlistment Job Structure



**AETC**

**Sample size: 125**







# First-Enlistment Personnel Representative Tasks



Percent  
Members  
Performing  
(N=125)

## Tasks

Reset computer system passwords

67

Identify Standard Base Supply System (SBSS) software problems

61

Troubleshoot e-mail problems at user level

55

Assist users in resolving computer software malfunctions or problems

54

Perform minor operator maintenance on computer peripherals

57

Troubleshoot network log ons for end users

50

Answer trouble calls from end users dealing with network outages

52

Process reports, twilights, or utility programs

47

Reset account passwords for network users

43



# First-Enlistment Personnel Software Programs



Percent  
Members  
Performing  
(N=125)

## Software Programs

Standard Base Supply System (SBSS)	89
Automated Stock Number User Directory (ASNUD)	63
Transaction History User Directory (THUD)	49
Standard Asset Tracking System (SATS)	46
Integrated Logistics System-Supply (ILLS)	41
Supply Interface System (SIFS)	34
Base-Level Automated Mess Extract System (BLAMES II)	30
Federal Logistics (FEDLOG) System	29
Windows MICAP Asset Sourcing System (WINMASS)	28





# Specialty Training Standard (STS) Analysis

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- STS in need of review, in accordance with AETC 36-2601
  - Several STS items were unsupported
- Several uncoded STS items matched to JI tasks performed by more than 20 percent of members
- Several technical tasks performed by 20 percent or more of members were not referenced to STS
  - These should be reviewed for possible inclusion in STS



# Unsupported STS Elements



## Examples

Unit	Learning Objective	Prof Code	Percent Members Performing				Tng Emp	Tsk Dif	ATI
			1st Job	1st Enl					
2.2.2.4.	Sign-on/sign-off (2. Security)	1a							
Task	C0100. Prepare or process force record alteration inputs		4	3		2.78		6.43	7
3.1.1,	AFMAN 23-110 (3. Research Process)1a								
Task	A0017. Research or review Department of Defense (DOD) or AF publications for general supply policies or procedures		8	9		2.80		3.59	3
10.8.2.	Use conversational query language processor (QLP) commands (10.8. Database retrievals)	2b							
Task	D0143. Develop or evaluate data automation requirement proposals		0	1		.46		6.49	2

Mean TE Rating is 1.97, Standard Deviation is 1.58 (HIGH TE= 3.55)  
Mean TD Rating is 5.00, Standard Deviation is 1.00 (HIGH TD= 6.00)



# Proficiency Codes Requiring Review



**AFATC**

Unit	Learning Objective	Prof Code	Percent Members Performing				Tng Emp	Tsk Dif	ATI
			1st Job	1st Enl					
4.2. Task	Trace option (4. Inquiries) B0030. Identify Standard Base Supply System (SBSS) software problems	--	63	61			3.83	6.09	18
10.6.5. Task	Sizing database (10.6. Proc. environment) A0003. Develop or maintain databases	--	54	50			3.10	6.35	17
11.1.6. Task	Use UDS monitor(11. Sys. Operations) C0094. Monitor systems performance	--	29	31			3.17	5.04	15

Mean TE Rating is 1.97, Standard Deviation is 1.58 (HIGH TE= 3.55)  
Mean TD Rating is 5.00, Standard Deviation is 1.00 (HIGH TD= 6.00)



# Tasks not Referenced to STS



## Examples

### Percent Members Performing

Tasks	1st Job	1st Enl	Trg Emp	Tsk Dif	ATI
E0189 Maintain laptop computers	32	30	2.86	4.35	15
E0215 Reset account passwords for network users	47	43	3.73	3.98	10
E0219 Set up LAN user IDs	47	41	2.97	4.82	15
E0222 Troubleshoot network log-ons for end users	53	50	3.54	5.12	17
E0223 Troubleshoot server outages	28	22	2.31	5.86	7

Mean TE Rating is 1.97, Standard Deviation is 1.58 (HIGH TE= 3.55)  
Mean TD Rating is 5.00, Standard Deviation is 1.00 (HIGH TD= 6.00)



# Plan of Instruction (POI) Analysis



- POI needs review in accordance with AETC 36-2601 criteria
  - Several objectives matched to JI tasks performed by less than 30 percent of members
- Tasks not referenced to any POI learning objective should be reviewed for possible inclusion in POI



# Unsupported POI Objectives



## Examples

Percent  
Members  
Performing

1st	1st	Trg	Tsk
Job	Enl	Emp	Dif

Unit Learning Objective

VII.4.b. Using AFMAN 23-110, Volume 2, Part 4, SBS terminal and the Constant Demand Processor, process Base Constants  
C0046. Analyze or load base constants

18	18	4.14	5.21	11
----	----	------	------	----

VIII.2.a. Using AFMAN 23-110, Volume 2, Part 4, and the SBSS 057 terminal, process a record alteration  
B0031. Maintain force record alteration documentation  
C0100. Prepare or process force record alteration inputs

5	3	1.66	4.07	2
4	3	2.78	6.43	7

Mean TE Rating is 1.97, Standard Deviation is 1.58 (HIGH TE= 3.55)  
Mean TD Rating is 5.00, Standard Deviation is 1.00 (HIGH TD= 6.00)



# Tasks not Referenced to POI



## Examples

### Percent Members Performing

Tasks	1st Job	1st Enl	Trg Emp	Tsk Dif	ATI
C0108 Process end-of-month schedules	46	44	5.46	4.36	12
E0156 Answer trouble calls from end users dealing with network outages	53	52	2.97	5.18	17
E0157 Assist users in resolving computer software malfunctions or problems	57	54	4.46	6.00	18
E0180 Install application software, such as information protection or special systems software	38	38	3.08	5.17	15
E0181 Install computer hardware for end users	43	42	4.75	4.92	12

Mean TE Rating is 1.97, Standard Deviation is 1.58 (HIGH TE= 3.55)  
Mean TD Rating is 5.00, Standard Deviation is 1.00 (HIGH TD= 6.00)





# Job Satisfaction Indicators (AFSC 2S0X2 vs. Comparative Sample)



	1-48 Months 2002 2S0X2 Sample* (N=125)		49-96 Months 2002 2S0X2 Sample* (N=21)		97+ Months 2002 2S0X2 Sample* (N=260)	
Job interesting	81	84	86	85	80	91
Talents well utilized	75	74	86	77	84	85
Training well utilized	76	86	81	85	74	83
Sense of accomplishment	80	81	76	82	84	85
Plan to reenlist	48	49	57	63	49	63

\* Comparative sample of AFSCs surveyed in the last 12 months includes: 2A5X1, 2A5X2, 2A7X2, 2A7X4, 2E1X1, 2R0X1, 2S0X1





# Job Satisfaction Indicators (Across Specialty Jobs)

LAN and Small Comp Ops Job (N=223)	Operator Maint Job (N=10)	Network Maint Job (N=6)	Data/Dev Maint Job (N=12)	Comp Systems Ops Job (N=131)	Supply Systems Supv. Job (N=20)
87	70	100	100	87	100
83	60	83	92	82	100
67	60	83	75	79	80
82	60	83	100	84	100
54	40	50	58	53	65

Job Interesting

Talents well utilized

Training well utilized

Sense of  
accomplishment

Plan to reenlist



# Retention Dimensions First-Term Airmen (N=125)



**AETC**

## Planning to Reenlist (N=60)

	Percent Responding	Average
--	-----------------------	---------

Off-duty education and training opportunities

67

2.62

Medical or dental care for AD member

62

2.76

Military-related education and training opportunities

62

2.62

Pay and allowances

58

2.31

Job security

53

2.72

## Planning to Separate (N=61)

	Percent Responding	Average
--	-----------------------	---------

Military lifestyle

54

2.03

Pay and allowances

46

2.43

Civilian job opportunities

38

2.61

Location of present assignment

36

2.59

Recognition of efforts

31

2.26

Scale: 1 = slight influence, 2 = moderate influence, 3 = strong influence



# Retention Dimensions Second-Term Airmen (N=21)



	Percent Responding	Average
<b>Planning to Reenlist (N=12)</b>		
Military lifestyle	75	2.33
Military-related education and training opportunities	75	2.11
Pay and allowances	67	2.12
Job security	67	2.88
Off-duty education and training opportunities	58	2.57
<b>Planning to Separate (N=8)</b>		
Military lifestyle	62	2.20
Civilian job opportunities	62	2.60
Bonus or special pay	37	2.00
Military-related education and training opportunities	37	2.33
Off-duty education and training opportunities	37	2.33

Scale: 1 = slight influence, 2 = moderate influence, 3 = strong influence



# Retention Dimensions Career Airmen (N=260)



**AFTC**

Planning to Reenlist (N=127)	Percent	
	Responding	Average
Retirement benefits	72	2.68
Military lifestyle	55	2.16
Pay and allowances	50	2.30
Medical or dental care for AD member	50	2.52
Medical care or dental care for family members	49	2.66

Planning to Separate (N=15)		
Pay and allowances	73	2.27
Civilian job opportunities	60	2.78
Military-related education and training opportunities	53	2.12
Medical or dental care for AD member	53	2.12
Promotion opportunities	53	2.62

Scale: 1 = slight influence, 2 = moderate influence, 3 = strong influence



# Summary of Results



- Career ladder progression atypical
  - Highly technical at 3-skill and 5-skill level
  - 7-skill level perform technical tasks with only 12% of time spent in management
- Career ladder documents need review
- Job satisfaction indicators
  - Similar when compared to previous study across all TAFMS groups
  - Lower for career airmen in most areas of job satisfaction



# Way Ahead



- OSR Delivery Trip TBD
- Utilization and Training Workshop (U&TW) Spring 03
- Next SKT rewrite (maj) is scheduled for 7 Oct 2003



# Questions?

**ARAC**



Visit our web site at:

<https://www-r.omsq.af.mil/OMY/indexomy.htm>

E-Mail: [julie.huls@randolph.af.mil](mailto:julie.huls@randolph.af.mil)



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# Back-Up Slides



# Job Survey Background



- Previous JI and OSR
  - JI: 2S0X2-May 98, Mr. Brosnan
  - OSR: 2S0X2-April 99, Lt Law
  - Programming Support- Mr. Hill
- Issues from Last Post-Analysis Review
  - 2S0X2 Subject Matter Experts (SME) test developers requested the previous combined (2S0XX) survey be split into two separate surveys



# Bases Visited during

## JI Development (# Interviewed)



• Lackland AFB TX	23-24 May
• Langley AFB VA	4-8 June
• McGuire AFB NJ	19-22 June
• Scott AFB IL	24-27 July
• Hurlburt Field FL	6-8 August
• Eglin AFB FL	9-11 August
• Nellis AFB NV	21-24 August
• Luke AFB AZ	27-29 August



# Job Structure Glossary



- **Job:** A group of similar *positions* where incumbents perform many of the same tasks and spend relatively the same amount of time performing these tasks
- **Cluster:** A series or group of related *jobs* which are distinguishable from each other on some variable (weapon system maintained, ratio of supervisory to technical tasks, etc.)
- **Independent Job:** A job that does not fall within any cluster
- **N:** Number in sample



# Career Ladder Progression



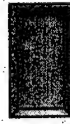
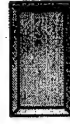
- “Typical” career ladder progression
  - **3-Skill-Level** apprentices perform a very technical job which include very few administrative/supervisory tasks
  - **5-Skill-Level** journeymen still primarily perform a technical job, but acquire a mix of administrative/supervisory tasks
  - **7-Skill-Level** managers, and above, primarily perform supervisory, managerial, and administrative tasks, with relatively few technical tasks
- “Atypical” career ladder progression
  - **7-Skill-Level** personnel are still spending a significant amount of their total job time performing technical duties, with relatively few administrative/supervisory tasks



# Training Document Analysis



- Tasks from job inventory are matched to items in the STS and POI
  - Match is usually conducted with technical school personnel
- Final product provides technical school with data indicating applicability of training documents to work performed in the field in terms of:
  - Percent members performing (PMP) from AETCI 36-2601
    - » 20% PMP for STS
    - » 30% PMP for POI
  - TE and TD ratings
- Listing of tasks not referenced to training document also provided
  - May indicate areas where training coverage is lacking

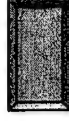




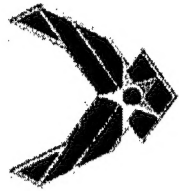
# Task Factor Definitions



- **Training Emphasis (TE):** Task list completed by senior NCOs identifying those tasks that should be emphasized for structured training of first-term airmen
- **Task Difficulty (TD):** Task list completed by senior NCOs which rates the relative difficulty of each task to learn
- **Automated Training Indicators (ATI):** Indicators derived from comparing percent performing data with TE and TD data to assist in making training decisions







# Predictive Retention Indicators



- Military lifestyle
- Pay and allowances
- Bonus or special pay
- Retirement Benefits
- Military related education/Training opportunities
- Off-duty education and training opportunities
- Medical or dental care for active duty member
- Medical or dental care for family members
- Base housing
- Base services
- Childcare needs
- Spouse's career
- Civilian job opportunities
- Equal employment opportunities
- Number of PCS moves
- Location of present assignment
- Number/Duration of TDY's or deployments
- Work schedule
- Additional duties
- Job security
- Enlisted Evaluation System
- Promotion opportunities
- Training/Experience of unit personnel
- Unit manning
- Unit resources
- Unit readiness
- Recognition of efforts
- Esprit de corps/Morale
- Leadership of immediate supervisor
- Senior Air Force leadership



# Retention Dimensions First-Term Airmen (N=125)

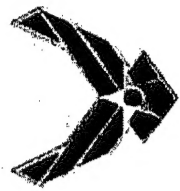


Planning to Reenlist (N=60)	Percent Responding	Average	S.D.
Off duty education and training opportunities	67	2.62	.58
Medical or dental care for AD member	62	2.76	.49
Military related education and training opportunities	62	2.62	.63
Pay and allowances	58	2.31	.75
Job security	53	2.72	.62

## Planning to Separate (N=61)

Military lifestyle	54	2.03	.87
Pay and allowances	46	2.43	.82
Civilian job opportunities	38	2.61	.71
Location of present assignment	36	2.59	.72
Recognition of efforts	31	2.26	.85

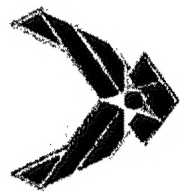
Scale: 1 = slight influence, 2 = moderate influence, 3 = strong influence



# Retention Dimensions Second-Term Airmen (N=21)



Planning to Reenlist (N=12)	Percent		S.D.
	Responding	Average	
Military lifestyle	75	2.33	.67
Military-related education and training opportunities	75	2.11	.74
Pay and allowances	67	2.12	.60
Job security	67	2.88	.33
Off duty education and training opportunities	58	2.57	.49
Planning to Separate (N=8)			
Military lifestyle	62	2.20	.75
Civilian job opportunities	62	2.60	.80
Bonus or special pay	37	2.00	.82
Military related education and training opportunities	37	2.33	.94
Off duty education and training opportunities	37	2.33	.94



# Retention Dimensions Career Airmen (N=260)



## Percent Responding

### Planning to Reenlist (N=127)

## S.D.

## Average

Retirement benefits

72

2.68

.55

Military lifestyle

55

2.16

.82

Pay and allowances

50

2.30

.75

Medical or dental care for AD member

50

2.52

.71

Medical care or dental care for family members

49

2.66

.62

### Planning to Separate (N=15)

Pay and allowances

73

2.27

.86

Civilian job opportunities

60

2.78

.42

Military related education and training opportunities

53

2.12

.93

Medical or dental care for AD member

53

2.12

.93

Promotion opportunities

53

2.62

.70

Scale: 1 = slight influence, 2 = moderate influence, 3 = strong influence